

**JOB DESCRIPTION
MURFREESBORO POLICE DEPARTMENT
DEPUTY POLICE CHIEF**

1. JOB TITLE: DEPUTY POLICE CHIEF

2. DEFINITION: The position of Deputy Police Chief is an executive command employee skilled in problem solving and personnel management who is responsible for the efficient and orderly operation of the Police Department. The Deputy Police Chief supervises work performed in connection with all aspects of the police operation, including, but not limited to the prevention, reporting, investigation, prosecution and analysis of crime. The duties of this job include the supervision and enforcement of all rules, regulations, general orders, and policies and procedures of the Police Department and the City. The Deputy Police Chief provides information, orally and in writing, to superiors and subordinates as requested or as needed. In the absence of the Police Chief, the Deputy Police Chief assumes command and control of police operations, including duties as a Department spokesperson when required. The employee is responsible to the Police Chief. All employees are responsible to the City Manager. This position is classified as Exempt for the purpose of the Fair Labor Standards Act, as having a possible occupational exposure to bloodborne pathogens, and as Safety Sensitive; the employee is subject to pre-employment, reasonable suspicion, post-accident, random, promotion and transfer, return to duty, and follow-up drug and alcohol testing.

3. EQUIPMENT/JOB LOCATION:

- a. The employee must be capable of safely operating all law enforcement and office equipment including police vehicles with all emergency equipment, mobile radios, hand-held radios, cassette recorder, still camera, in car video camera, copy machine, fax machine, telephone, computer and peripherals, audio visual equipment, and both lethal and non-lethal weapons such as pistols, rifles, shotguns, ASP baton, and OC pepper spray.
- b. The job location is in the Murfreesboro Police Department. Work is generally performed in a smoke free environment. The work must be performed in all kinds of weather conditions and while exposed to dangerous conditions and situations.

4. ESSENTIAL FUNCTIONS OF THE JOB:

- a. Performs the duties of the Police Chief in the absence of that employee.
- b. Assists the Police Chief with managing and directing all aspects of the day-to-day Police Department operation, including, but not limited to, employment, promotion, policy development, counseling, discipline, litigation and termination recommendations. Provides daily reports to the Police Chief on Department events as they may develop.
- c. Reviews and approves all requests for training and travel by Department personnel.
- d. Reviews, and when complete, approves all Supervisor's Event Reports as forwarded through the chain of command.
- e. Reviews and approves all Drug Fund purchases.

- f. Reviews and approves all Drug Fund requests for fund advances.
- g. Authorizes Drug Fund checks for agent advances by signature.
- h. Reviews and approves proposals for grant applications as requested or necessary.
- i. Reviews and approves bid specifications and requests for proposals for all Department purchases as requested or necessary.
- j. Constantly strives to improve the Department operation through training and professional development opportunities for subordinates.
- k. Constantly strives to strengthen Department relationships with the community, and encourage positive public relations.
- l. Prepares the agenda for and moderates command level staff meetings as needed.
- m. Prepares the agenda for and assists in the moderation of supervisory staff meetings as needed.
- n. Drafts, reviews and/or approves Departmental correspondence as requested or necessary.
- o. Provides input regarding the development of City Employee Handbook policies as requested.
- p. Assists all City Department heads and assistants regarding daily governmental operations which involve the Police Department.
- q. Responds to all major events involving police personnel on a twenty-four (24) hour seven (7) day a week basis.
- r. Delegates appropriate responsibility for planning, organizing, directing, staffing, and evaluating subordinate personnel throughout the Department.
- s. Directs the preparation of official correspondence to higher officials concerning Department business and activities.
- t. Presents information and requests to the City Manager, Mayor and Council in the absence of the Police Chief.
- u. Recommends, and upon approval, assists in directing the implementation of new programs to enhance and improve Department operations and public support.
- v. Directs the development of Departmental policies and procedures and reviews and approves same, including general orders.
- w. Recommends improvements to existing Departmental procedures and operations.
- x. Reviews and recommends changes to the Departmental organization structure as depicted in the organizational chart.
- y. Employs leadership by example as a motivational tool for all subordinates.
- z. Employs a visionary approach to planning for the future.
- aa. Directs the preparation of the annual budget by requesting divisional and section budget drafts and editing the final budget as presented to the Police Chief for submittal to the City Manager.
- bb. Directs internal investigations as required.
- cc. Serves as the designee of the Police Chief in disciplinary matters, including but not limited to hearing cases in lieu of the Disciplinary Review Board.
- dd. Manages annual expenditures for the Department.
- ee. Anticipates problems and implements preventive measures and solutions.
- ff. Empowers Assistant Police Chief, Division Commanders and Section Leaders to empower subordinates.
- gg. Builds constructive relationships with employees and supervisors.

- hh. Works to maintain an acceptable level of employee morale.
- ii. Inspects or causes to be inspected all police installations, equipment and employees within each division on a regular basis.
- jj. Tours the City on a regular basis to keep informed on problem areas in order to recommend or direct appropriate problem-solving action.
- kk. Reports incidents and pursues the appropriate course of action.
- ll. Initiates disciplinary action when necessary.
- mm. Supervises and advises subordinates about unusual or complex situations.
- nn. Works various shifts as needed to supervise work performance and review activity of subordinates, with occasional overtime and holiday work required.
- oo. Communicates effectively with both the general public and subordinates.

5. ADDITIONAL EXAMPLES OF WORK PERFORMED:

Performs other duties and special projects as assigned.

6. REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:

- a. Must have been a certified Law Enforcement Officer for at least ten (10) years; current certification under Tennessee Code Annotated 38-8-106 desirable.
- b. Must possess a driver's license valid in the State of Tennessee with the ability to safely operate a motor vehicle.
- c. Be a citizen of the United States.
- d. Submit to and pass drug and alcohol screening.
- e. Must be a high school graduate or possess equivalent; college degree, preferred.
- f. Must have at least ten (10) years of law enforcement experience and must currently hold the rank of Murfreesboro Police Department Police Captain or higher, or its equivalent.
- g. Successful completion of a program of advanced law enforcement education such as the Federal Bureau of Investigation (FBI) National Academy, Northwestern University School of Police Staff and Command, National Forensics Academy, or other such program deemed comparable, preferred.
- h. Must not have been convicted of, pleaded guilty to or entered a plea of nolo contendere to any felony charge or to any violation of any federal or state laws or City ordinances relating to force, violence, theft, dishonesty gambling, liquor or controlled substances. (While these are absolutely disqualifying, other violations of the law must also be disclosed and may result in non-selection.)
- i. Not have been released or discharged under any other than honorable discharge from any of the Armed Forces of the United States.
- j. Has the ability to understand and accurately and appropriately enforce City ordinances, State, and Federal laws.
- k. Has the ability to initiate the development of, as well as understand and accurately and appropriately enforce, Departmental rules and regulations.
- l. Possesses a high degree of awareness of and sensitivity to the cultural diversity of the community.

- m. Has the ability to provide exceptionally effective supervision to subordinates in all aspects of police work.
- n. Successful completion of management training deemed necessary and appropriate for this position, preferred.
- o. Has the ability to prevent and handle stressful, dangerous, and emergency situations.
- p. Has the ability to report for duty on time and perform the duties of the job for an entire workday.
- q. Possesses temperament and good judgment to effectively and diplomatically deal with the public, some of whom may be irate and unreasonable.
- r. Possesses excellent communication skills, both written and oral.
- s. Has the ability to direct the research, development, planning and implementation of Departmental programs at present and in the future.
- t. Has the ability to maintain highly constructive relations with all Departmental divisions, as well as other law enforcement and governmental agencies.
- u. Has the ability to serve and to appoint employees to interdepartmental and community committees.
- v. Has the ability to assist the City in the defense of litigation against the Department and the City in general, and serves as the Department representative in such matters as requested.
- w. Has the ability to handle highly sensitive information and keep such information confidential in a lawful manner.
- x. Displays exemplary behavior, diligence to duty and outstanding job performance.
- y. Possesses an operational knowledge of the functions of all divisions of police operation.
- z. Has the ability to accurately and thoughtfully develop and administer the Departmental budget.

**Exempt
Safety Sensitive
May 13, 2005**